



Office for Health
Improvement
& Disparities

A graphic illustration of a spotlight. The spotlight is positioned in the upper left corner, casting a beam of light that tapers as it moves towards the center. The beam illuminates a bright yellow oval shape on a dark grey background. The text 'Apprenticeships in Public Health' is centered within this oval.

Apprenticeships in Public Health

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What is an Apprenticeship?

- A programme of work-based study to develop knowledge, skills and behaviours
- Combination of theoretical knowledge and competency based assessment
- Nationally accredited qualification
- Mixture of “on-the-job” and “off-the-job” training
- Related to a job role

Why Engage in Apprenticeships?

- Provide career development and upskilling for existing staff and new recruits
- Leads to a better skilled, more qualified workforce, therefore better patient care
- Training is paid for by the apprenticeship levy
- Apprenticeships have been designed by employers to map to job roles
- You can have a greater say in how training is delivered
- Apprentices are more likely to become long term members of staff



Courtesy of joojo.kyeisarpong@dhsc.gov.uk



Off the Job Training

Could incl but not exhaustive:

Participating in online forums relevant to their role and industry	Individual study time, whether this is to complete coursework or review modules
Being mentored by a senior colleague who is in a role that they aspire to	Attending webinars on key industry topics
Training sessions e.g. Manual Handling or First Aid	Workplace 1:1 performance reviews
Attending industry shows (particularly where they might be able to watch presentations or seminars)	Attending industry-related competitions
Visits to other businesses or different business units to see how they work	Role playing or simulating of workplace situations
Completing project work	Preparing for assessments
Completing e-learning modules	Internal Learning & Development sessions that relate to their apprenticeship
Delivering a mentoring session to another colleague	Face-to-face tutor-led delivery/coaching sessions
Completing a reflective account	Researching tasks to gain new knowledge of the industry
Shadowing a colleague's role and writing a reflection and lessons learnt report	Group learning sessions - learning new skills and sharing ideas with colleagues



For employers to consider:

- Recruiting to posts with an app'ship attached
 - FTC's must honour the length of the app'ship
 - An app'ship as an L+D offer for existing staff
 - 20% min of work-time will be off-the-job
 - An apprentice will likely bring a fresh new approach, extra capacity for specific projects, bags of enthusiasm, diverse background, skills, knowledge and experience
 - Is there a job role to progress on completion?
 - App'ships are an integral part of the PH career and talent pipeline and long-term workforce planning
 - What are the barriers to hosting apprenticeships?
- What expertise, structure and resource do you have to support apprentices? E.g. apprenticeship lead, mentors, practice educators.
 - Hosting an apprenticeship involves significant line manager / peer support but would be a great opportunity for anyone wanting to develop their line management skills and experience
 - The line manager will need to liaise with the education provider to ensure the apprentices' continued progress and synergy between work projects and education
 - The line manager / team will need to provide/support development of projects that will meet the app'ship competencies



DHSC Levy Transfer

- All employers with an annual pay bill of more than £3 million have to pay an Apprenticeship Levy at a rate of 0.5% of the annual pay bill.
- These larger employers, that pay the [apprenticeship levy](#), can choose to transfer up to 25% of their levy funds, each year, to other businesses to pay for their apprenticeship training and assessment.
- OHID and DHSC are keen to use some of their levy, to support providers delivering public health services in marginalised and vulnerable communities. This could be an opportunity to address levelling-up by encouraging under-represented communities into education and gaining qualifications to further their careers and bringing benefits to the organisation.
- The following conditions, have been agreed, and a pilot (incl HEE) is in development:
 - be a non-levy paying employer
 - be not-for-profit (eg in the public or voluntary, community, social enterprise sectors)
 - pay a lawful wage for the whole time the apprentice is in work and in off-the-job training
 - demonstrate how the aims of your organisation align with DHSC / OHID's values and behaviours



Public Health Apprenticeships in OHID

The national, regional and local contribution for OHID

The National Workforce Team provides strategic support, including working with national stakeholders (such as HEE and professional bodies); manages the employer Trailblazer Group ensuring membership remains representative of the occupation; promotes and implements the public health apprenticeship standards and ensures they remain fit for purpose. It also communicates updates or issues to apprenticeship leads in the regional workforce teams.

The Regional Workforce Teams strategically raise the profile and establish opportunities to implement public health apprenticeships in their individual regions. Building on local partnerships to communicate the standards, their value, gain buy-in, advise and support local employers in implementation. Regional Apprenticeship Leads meet to discuss and share information and key issues with each other and national colleagues.

Recorded Apprenticeship Showcase Event 09.02.22 provides more information

Public Health apprenticeships are relatively new, suggesting that the establishment of strong organisational cultures of learning, mentoring and supervision, at this foundational stage, is essential to ensuring high-quality public health workforce in the system.



Courtesy of joojo.kyeisarpong@dhsc.gov.uk



Civil Service Apprenticeship Strategy 2022-25

- There are new targets to work towards detailed in the full strategy [here](#)
- The DHSC Apprenticeship Team is now working towards embedding the CSHR targets into a departmental strategy and taking this to the People Board
- The new ambitious strategy commits to 1 in 20 Civil Servants being apprentices by 2025
- New targets will bring government closer to the communities it serves than ever before, diversifying the pipeline of recruits into Civil Service roles and ensuring those affected by policy are also shaping it
- At least 39% of apprentices will come from lower socio-economic backgrounds, while helping to level up the country by ensuring apprentices numbers reflect local Civil Service workforce numbers in every region
- At least 5% of total Civil Service headcount should be apprentices on programme
- The overall percentage of apprentices employed in each region should reflect the local Civil Service workforce size



DHSC Apprenticeship Team

- apprenticeships@dhsc.gov.uk
- The team manages all apprenticeships working across DH nationally and will be responsible for producing and monitoring a DHSC strategy to reflect the CS Apprenticeship Strategy
- The team uses the Digital Apprenticeship Service (DAS) system to register all apprentices and use/monitor levy and payment etc, to report back to ESFA
- The team have onboarded and uploaded to DAS, all the apprentices from PHE that have transferred to DHSC / OHID. It will continue to offer national support for all apprentices whilst OHID embeds the specialist PH schemes
- The team will arrange advertising on the national apprenticeship site and CSL; and then liaise with the resourcing team for the on-boarding if OHID teams wish to recruit new apprentices
- The *Resourcing Team* at DHSCrecruitment@dhsc.gov.uk has standard forms for vacancies etc. and would be the point of contact if existing staff want to take on an apprenticeship



Governance & Comms Networks

Public Health Systems and Workforce Team

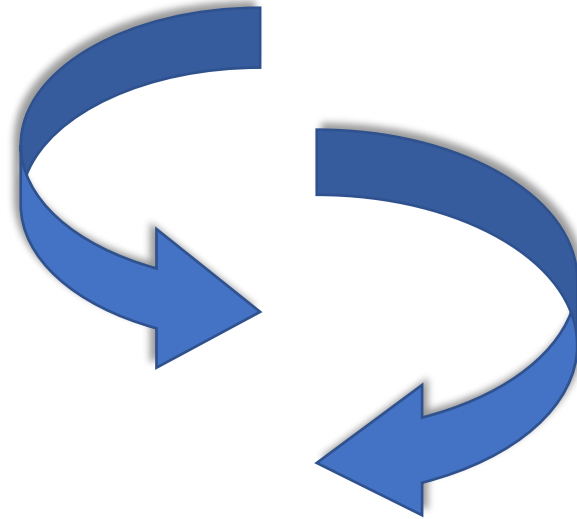
National team in OHID cascades updates and represents / advocates at national forums

Task & Finish Group

For regional and national leads, in OHID, to share resources, updates and seek advice

HEE

A key partner in rolling out apprenticeships for the health workforce and arranging levy transfer



DHSC Apprenticeship Team

Provides policy and governance oversight for all apprenticeships within DHSC



Apprenticeship
Champions from across
DHSC

LA, VCS, NHS Services and other Public Sector

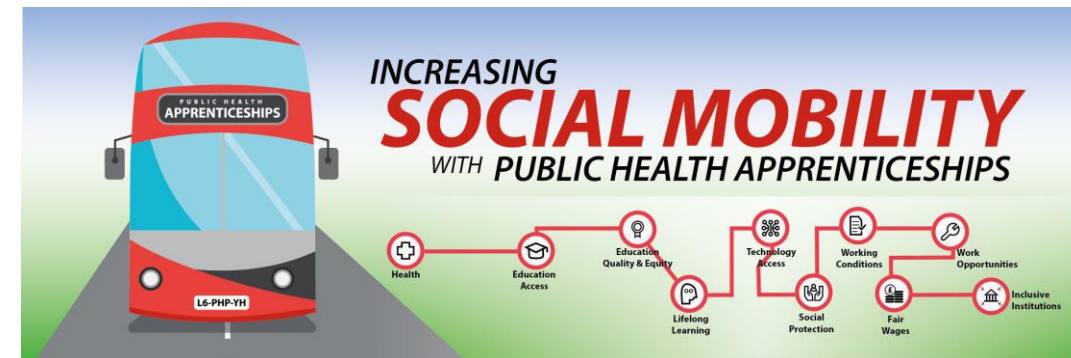
Teams / organisations who are prepared to recruit apprentices or provide as an L+D offer



Midlands WFD Team Apprenticeship Workplan

Incls:

- Scope out the appetite for OHID recruitment to incl apprenticeships and as an L+D offer for existing staff
- Collaborate with Midlands stakeholders in LA's and NHS to encourage take up of PH specialist apprenticeships, address any upskill or knowledge gaps and assess the appetite for an employer's forum
- Provide specialist input to any trailblazer and quality improvement forums
- Liaise with DHSC Apprenticeship Team, as an Apprenticeship Champion **on behalf of OHID** - update on targets and expectations from the CS Strategy, input into the impending DHSC strategy
- Collaborate with DHSC and HEE to explore options for a levy transfer with smaller VCS organisations and PH providers
- Support the OHID Apprenticeship T+F Group to communicate nationally and with DHSC Apprenticeship Team
- Engage ICS, PCN / ARRS as they may well meet the criteria
- Map the L3 CHWW standards against the DANOS standards for D+A providers
- Supporting providers to act as a consortia for employees to rotate around placements and gain the necessary holistic experience to meet the apprenticeship standards



Courtesy of joojo.kyeisarpong@dhsc.gov.uk



Specialist Public Health Apprenticeships

Family of public health apprenticeships



PH apprenticeships in implementation stage

Community Health & Wellbeing Worker

- Level 3
- 12 months + end-point assessment
- £7,000 funding

To work in partnership with individuals and their communities to identify and address health and wellbeing needs, improve health, prevent ill-health and reduce inequalities.

Public Health Practitioner

- Level 6
- 36 months + end-point assessment
- £20,000 funding
- Eligible for UKPHR Practitioner registration

Assessing and managing risk of disease and ill-health, and the prevention of premature deaths.

Health & Care Intelligence Specialist

- Level 7
- 36 months + end-point assessment
- £17,000 funding
- Eligible for registration with the Association of Professional Health Analysts (AphA)

Take data on individual or population health and use of services and other forms of evidence and turn it into health and care intelligence.

With thanks to hannah.burn@dhsc.gov.uk



Other apprenticeships that support public health careers

Specialist Community and Public Health Nurse

- Level 7
- 18 months + end-point assessment
- £12,000 funding
- Professional recognition: Nursing and Midwifery Council for Level 1 Registered Nurse

Assessing the health needs of individuals, families, workplaces and the wider community.

Environmental Health Practitioner

- Level 6
- 48 months + end-point assessment
- £22,000 funding
- Professional recognition: Chartered Institute of Environmental Health (CIEH) membership

Promoting a safe and healthy environment for the public and businesses, through education and enforcement.

Systems Thinking Practitioner

- Level 7
- 30 months + end-point assessment
- £18,000 funding
- Professional recognition: Systems & Complexity in Organisations (SCiO) for Advanced Practitioner L7

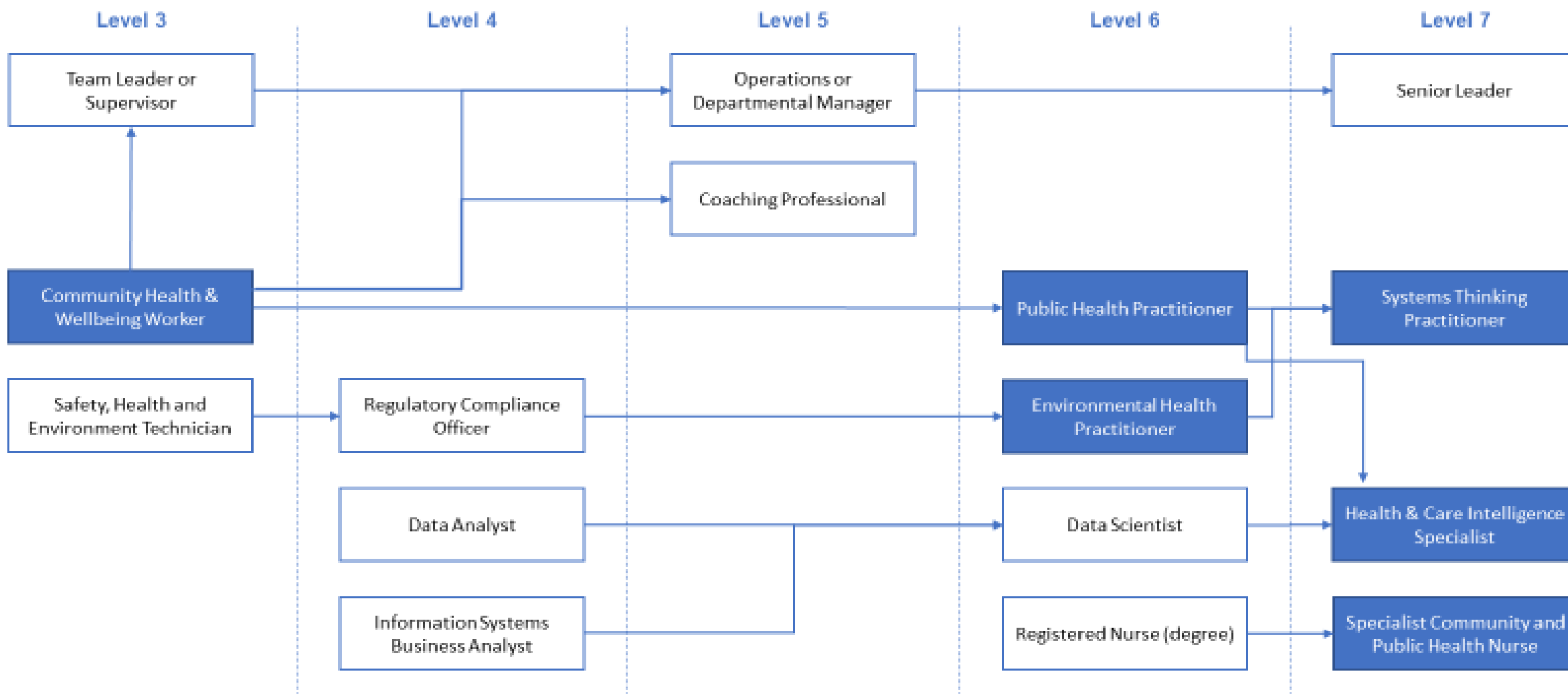
Support decision-makers in strategic and leadership roles to understand and address complex and sometimes even 'wicked' problems through provision of expert systemic analysis, advice and facilitation.

With thanks to hannah.burn@dhsc.gov.uk



Apprenticeships that support public health careers

A high-level diagram of some possible progression routes for public health standards. This diagram does not include every route available through health and science, care or business and administration standards.



Drug and Alcohol Services

A scoping exercise indicated that a specialist drug and alcohol apprenticeship would not be viable, due to the very small numbers.

Some consideration could be given to the L3 CHWW with specialist top up training delivered by D+A service providers e.g. this menu from a provider in Leeds. We are currently working with Leeds to map the app'ship against the DANOS standards

There may be a potential for providers to jointly deliver D+A input as a national/regional cohort for apprentices on the L3 CHWW or L6 PHP.



Changing World of Substance Misuse & Associated Health

Dates:
25th May 08:00-12:00
25th May 13:00-17:00
6th June 08:00-12:00
29th June 08:00-12:00

Session 1 (4 hours)	Session 2 (4 hours)
Changing Drug Trends <ul style="list-style-type: none">Recent trends in drug treatmentImpact of Covid-19 upon drug supplyDame Carol Black's review on drug trends	Trauma Informed Care <ul style="list-style-type: none">Trauma focused careMental illness and substance misuseTreatment and recovery
New Psychoactive Substances <ul style="list-style-type: none">Scale of the problemManaging the effects of NPSOther novel drugs	Spotting Overdose Signs <ul style="list-style-type: none">Which drugs can cause overdoseIdentifying vulnerable prisonersEarly warning signs of overdose
Management of Pain & Prescription Medication Abuse <ul style="list-style-type: none">Pain presentation in drug usersTreatment principles of prescription medication abuseCo-morbid pain and opioid dependence	Drug Related Deaths <ul style="list-style-type: none">Opiate & non-opiate related deathsAddressing the risksTake home naloxone & other pharmaceutical options
	New Product Development <ul style="list-style-type: none">Buvidal treatment initiationMethod of administration & dosingBuprenorphine implant

hello@slctraining.co.uk 01924 311 405 www.slctraining.co.uk



L3 CHWW and DANOS – Mapping Example

DANOS Mandatory Units – (Covered knowledge, skills, behaviour of the CHWW standards)

AA6 Promote choice, wellbeing and the protection of all individuals (HSC 35)

AC1 Reflect on and develop your practice (HSC 33)

BD4 Promote, monitor and maintain health, safety and security in the working environment (HSC 32)

BI5 Promote effective communication for and about individuals (HSC 31)

Optional Units Outreach Drug Worker

AA1 Recognise indications of substance misuse and refer individuals to specialists

AF2 Carry out assessment to identify and prioritise needs

AG2 Contribute to care planning and review

AG3 Assist with the transfer of individuals between agencies and services.

Skills for Health <https://www.drugsenseuk.co.uk/danos.pdf> provide guidance examples of optional units which potentially could be incorporated into the CHWW apprenticeship (skills, training, off the job etc)



Procurement of Apprenticeships in Public Health

The Magical Art of Procurement - [Link to the HEE Toolkit](#)

- The Apprenticeship Levy is public money, hence there is a legal requirement for organisations to achieve value for money through fair, open and transparent competition
- Organisations or employers will have different requirements under their Standing Financial Instructions (SFIs) and should seek guidance from their internal procurement services and central apprenticeship teams. The potential financial value of contracts, for training provision, means that a formal procurement process is likely
- The Level 7 Health Intelligence, Level 6 PHP and Level 3 CHWW have already been through the *Salisbury Managed Procurement*; so you may choose one of these providers if Salisbury is recognised within your SFI's






Or contact
**Salisbury
 Managed
 Procurement**
 who have done
 all this for you




<https://haso.skillsforhealth.org.uk/web-resources/#resourceInfographics>

HEE National Procurements

- HEE is leading on national procurements for NHS (and other) employers, in support of the development of Apprenticeship and other routes into study.
- The principal objectives are to streamline provider selection for employers, to ensure consistent quality across courses, and to assist education providers in understanding, and planning for, the size of the marketplace. We also aim to increase innovation in support of the new learning methods discussed in the NHS Long Term Plan.
- This is not HEE selecting your provider – this will provide a menu of providers to enable local discussions to continue
- From here employers can then develop their own local requirements (such as delivery method) which will enable them to maximise the apprenticeship in their organisation
- This follows on from the success of HEE-led collaborative projects, such as Capital Nurse, London Social Worker, various HP professions and Thames Valley Nursing Associate.

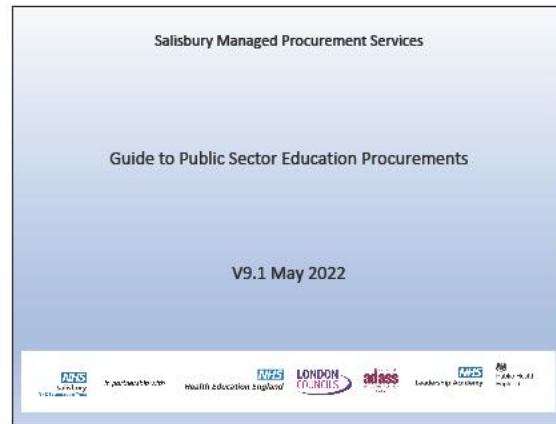
 **SMPS**
Salisbury Managed
Procurement Services

Working with  **NHS**
Health Education England

With thanks to simon.dennis@nhs.net



Salisbury Managed Procurement



Click on this picture to gain access to the document

Salisbury's Education Procurements work on two distinct levels:

A general Apprenticeship framework, onto which any provider meeting the minimum criteria can list all the programmes they run. This is updated twice yearly for new providers to join, and for new standards to be added. A bit like a big Argos book employers can order from, without having to do their own local procurements, and to ensure public contract compliance.

Higher-Level Procurements where Salisbury has worked with partner organisations to set more stringent awarding criteria for providers. These are typically profession-specific; comply with conditions such as Personalised Care Institute (PCI); have asked in-depth questions about quality, delivery, added value available to employers and enabling provision for smaller professions. Providers' bid responses are available on request from Salisbury.

Local Authorities, NHS and Third Sector Working Together

- Collaborations across sectors require a different approach to provider selection
- National approaches to smaller learner number professions help drive innovation and ensure employer needs are at the forefront avoiding saturation of the limited market of learners
- Apprenticeships put employers in the driving seat to co-design, and co-deliver if wished, the training for their future workforce. Employer involvement from the start is key to a successful programme.
- Experience elsewhere shows that the best provision is not necessarily from the most local provider
- Employers need to be ambitious in their requirements - ask for the programme you want, not the one you think you can get
- Be realistic about numbers – HEIs need to be able to deliver their business case
- Collaboration in the Midlands? Would make numbers viable and apprentices can support each other

SMPS

Salisbury Managed
Procurement Services

Working with

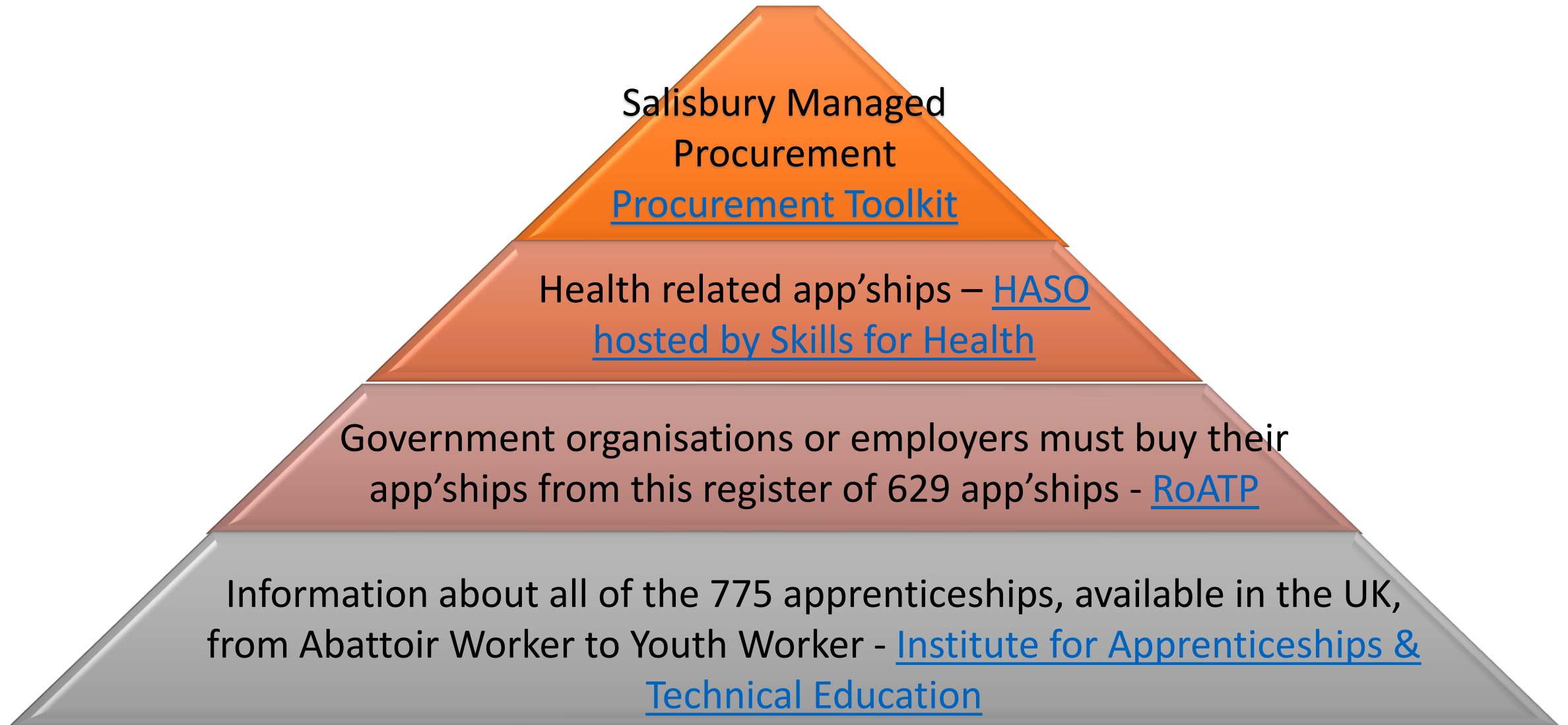
NHS

Health Education England



With thanks to simon.dennis@nhs.net



The Confusing World of App'ship Education Providers



L3 CHWW (Higher Procurement)	L6 PHP (Higher Procurement)	L7 Health Intelligence	L7 Systems Thinking
Acorn Training Buttercups Training Dudley College Luminate Education Group The Childcare Co Ltd / Impact Futures Varsity Training	Coventry University University of East London University of Sunderland University of West of England University of Salford	No provider presently	Coventry University The JGA Group (higher procurement) The Open University Together Training Ltd University of Exeter

Salisbury Managed Procurement Services Working with *Health Education England*

With thanks to simon.dennis@nhs.net

Useful Links

[Resources and links from OHID](#)

[Civil Service Apprenticeship Strategy](#)

[Lunch & Learn YouTube Link May22](#)

Materials from the L3 CHWW App'ship Event: [Video recording of the event](#) and -

Slideset 1: [General overview of the apprenticeship](#);

Slideset 2: [Capacity, Capability & Social Mobility](#);

Slideset 3: [Apprenticeship Levy & Levy Transfers](#);

Slideset 4: [The Salisbury Procurement Process](#)

[Functional Skills Learning and Exam support](#)

[L6-PHP Apprenticeship Video \(2.5mins\)](#)

[Levy Transfers](#)

Health related app'ships – [HASO hosted by Skills for Health](#)

[Institute for Apprenticeships & Technical Education](#)



Dorcas Ogunsumi

Level 4 HealthCare Science Associate Apprenticeship



I studied Veterinary Medicine for my undergraduate degree and my masters was in Veterinary Public Health and PH. I have also undertaken some PH research programmes including identification and brief advise (IBA) for alcohol drinkers and a focus on infectious and zoonotic diseases such as leprosy and lassa fever.

My career, so far, has mostly been research and studies focussed. I have worked with an international organisation for Agriculture and Veterinary PH, where I was the veterinary public health officer and was responsible for reporting infectious diseases that are of public health importance, particularly zoonotic diseases. I have always wanted to be in PH, and the goal during my undergraduate studies was for Veterinary Medicine. However, I also wanted the medical background so that I can have a broad knowledge of both veterinary and human public health.

As I had always wanted to work within a PH organisation, I just went for the apprenticeship, irrespective of the grade. I realised an apprenticeship was a better opportunity to get grounded in an organisation. It gives an opportunity to work and learn more about the security standards, policies, organisation's data architecture, nooks and crannies of that organisation; as well as developing your skills, and learning several tools, that will be useful to do your work within that organisation.

I work with LKIS and I love what we do with regards to health and wellbeing, health improvement and inequalities reporting. Also the training of people to use OHID tools, which is a way of getting people enlightened about their health and community health. I also like that our staff are so supportive, everyone is always ready to help you solve any problem I.e. I am in LKIS Midlands but someone from another LKIS region could pick my question and offer to help which is really cool, and I have a highly supporting line manager who always makes my work easier. I have spent a month shadowing, and working with FES, that provided a really useful insight; working on projects including building a power BI dashboard for the Weekly Epidemiological Bulletin.

I'd definitely recommend an apprenticeship because it allows you to acquire valuable skills and experience in your chosen sector, which improves your CV and employability when you've finished training. You'll learn in the work environment, developing the practical skills and understanding you need to excel in your role and career path. The only point I'd like to raise is when offering apprenticeship, try to extend your tentacles of collaboration with other teams so that apprentices can get to work on projects, not only because they need to meet their competencies also because this is how they can learn to use the tools they've learnt and improve their skills.

